

A CENTURY OF PROGRESS

United States Labor Force



1911 Triangle Shirt-Waist fire in New York. More than 100 immigrant garment workers, mostly women, were killed. That tragedy led to the first effective laws on safety and health.



1913 "Act to Create a Department of Labor." Signed by President William Howard Taft on his last day in office. This brought together four pre-existing programs, including the Bureau of Labor Statistics, which was created by Congress in 1884.

1920 Women's Bureau created.

1926 Railway Labor Act. Provided for collective bargaining on railroads; the act was amended over the years to include airlines.



1931 Davis-Bacon Act. Maintained wages by requiring payment of local prevailing pay rates on Federal construction projects.

1933 Frances Perkins appointed Secretary of Labor. First woman in history to serve as a member of the President's Cabinet.

Wagner-Peyser Act. Established nationwide U.S. Employment Service.

1935 Social Security Act. Secretary Perkins was the prime author of the law, which included an Unemployment Insurance system administered by the Department of Labor.



National Labor Relations Act. Protected the rights of employees to organize and bargain collectively.

1938 Fair Labor Standards Act (FLSA). Another law for which Secretary Perkins was the principal source, FLSA established the minimum wage and 40-hour week plus the Wage and Hour Division.



1947 Taft-Hartley Act. Provided a mechanism to resolve labor disputes that threatened the national economy.

Bureau of International Labor Affairs established.

1959 Pension and Welfare Benefits Administration established; given present name in 1986.



1963 Employment and Training Administration established; given present name in 1975.

1963 Equal Pay Act. Required that workers receive equal pay for equal work.

1964 Economic Opportunity Act. Included the Job Corps, which was transferred to the Department of Labor in 1969.

Civil Rights Act. Title VII prohibited discrimination in employment on the basis of race, color, religion, or national origin.

1965 Executive Order 11246. Established the Office of Federal Contract Compliance Program to assure equal treatment of minority employees.

1967 Age Discrimination in Employment Act. Banned discrimination against employees on the basis of age.

1969 Black Lung Benefits Act. Provided benefits for coal miners suffering from black lung; administered by the Department since 1973.

1970 Employment Standards Administration established.

Occupational Safety and Health Act. Established Occupational Safety and Health Administration as of April 28, 1971.

1974 Employee Retirement Income Security Act. Assured fully-funded retirement programs with adequate portability and vesting.

1977 Federal Mine Safety and Health Act. Established Mine Safety and Health Administration in the Department.

1981 Veterans Employment and Training Service established.

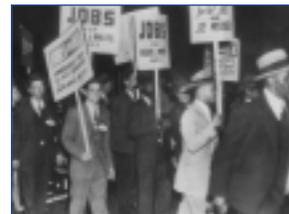
1983 Migrant and Seasonal Agricultural Worker Protection Act. Required fair treatment and decent living and working conditions for farm workers.

1990 Americans with Disabilities Act. Required employers to eliminate discrimination against workers with disabilities.

1993 Family and Medical Leave Act. Gave covered workers the right to use up to 12 weeks of unpaid leave to attend to family health problems.

1996 Welfare-to-Work legislation enacted.

1998 Workforce Investment Act. Upgraded the Department's capacity to help workers to improve their skills and employers to find skilled employees.



A YEAR OF ACCOMPLISHMENTS

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With goals set high, we can point, with modest pride and full awareness of what remains undone, to real and lasting achievements during 1999 for the benefit of all American workers.



- Youth Opportunity (YO!) Movement launched with President Clinton to bring private sector resources to public programs serving at-risk and out-of-school youth. National Youth Office established.



- Appropriations of \$250 million in Youth Opportunity funds obtained to assist long-term employment of youth living in 25 to 30 high-poverty urban and rural communities.



- Rapid Response, toll-free number established in 10 States for early intervention when plants are closing and workers are being laid off.



- Of participants leaving the Welfare-to-Work program, 73 percent were placed into unsubsidized jobs, greatly exceeding the goal of 56 percent.



- Access to jobs and training opportunities was greatly enhanced through America's Career Kit, including 1.4 million jobs listed daily, 500,000 resumes, 166,000 courses, and 43,000 study programs on America's Learning Exchange.

- New international convention to prohibit the worst forms of child labor adopted by the International Labor Organization and signed by President Clinton.

- Eleven separate projects launched to remove children from exploitative labor in specific industries such as footwear, fireworks, and fishing in more than 20 countries.

- Regulation proposed to enhance the security of pension assets in more than 600,000 small plans covering 10 million employees.

- Final rule to provide safety and health training for 125,000 workers at sand, gravel, and stone mining operations published.

- Several major companies agree to eliminate pay disparity affecting female and minority employees. More than \$41 million in financial settlements recovered, the highest amount ever.

- Veterans' Employment and Training Service (VETS) programs assist more than half a million veterans in finding employment.

- UMET (Using your Military Experience and Training) website established to assist military personnel and veterans in matching their service credentials with civilian job requirements and obtaining the licensing and training to qualify for civilian occupations.
- The Bureau of Labor Statistics (BLS) introduced a geometric mean formula for calculating the consumer price index (CPI), providing a more accurate measure of how changing prices impact the average U.S. household.
- Business-to-Business mentoring initiative provided employers of more than 600,000 workers with assistance in developing family-friendly workplace policies.
- "Glass ceiling" reviews increased by 10 percent, resulting in the elimination of illegal salary disparities; monitoring of 29 construction mega-sites promoted employment opportunities for women and minorities.
- Under the Fair Labor Standards Act, \$131.5 million in back wages was recovered for some 200,000 workers; \$2.1 million was collected in civil penalties for repeat and willful violations of the Act.
- Employment Standards Administration assisted a national toy chain to implement a self-audit program in its 700+ stores to ensure compliance with child labor laws and to enhance training for managers and young workers.
- Ergonomics standard proposed to protect 27 million workers in occupations involving repetitive activity, with the goal of reducing the average of 300,000 work-related musculoskeletal injuries each year.
- *futurework: trends and challenges for work in the 21st century* published. The report offers insights, based on facts and figures, into the promises and perils of growing globalization, evolving technology, and changing demographics.
- The Department met the government-wide deadline of March 31, 1999 by ensuring that its 61 mission critical systems were Year 2000 compliant, and navigated the Year 2000 roll-over with no interruption in services.
- Regulation proposed permitting States to use unemployment funds for partial wage replacement to new parents following the birth or adoption of a child.

